



Inequities in School District Overtime Calculations

Why this inspection? This inspection on school district and charter school overtime is an installment of our review for Fiscal Years 2016 and 2017. We analyzed overtime payments for school districts and charter schools and focused on the top 50 overtime earners for Fiscal Years 2016 and 2017 in order to identify employees whose total hours appeared to be excessive.

We developed a testing criteria using recommendations from the Occupational Safety and Health Administration. For Fiscal Year 2017, the employees identified are listed below:

2017					
District	Position	Regular Pay	Other Compensation	Overtime	Total
Christina	Instr Spt Instr Para Spec	\$31,691	\$3,476	\$105,583	\$140,751
Christina	Instr Spt Instr Para Spec	\$40,235	\$4,732	\$61,877	\$106,844
Christina	Instr Spt Instr Para Spec	\$39,260	\$3,846	\$20,076	\$63,182

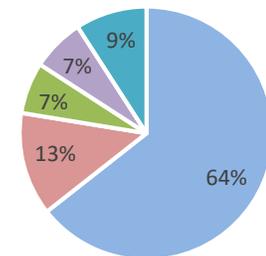
A significant amount of school district overtime payments tested were made to Christina School District paraprofessionals who provide respite care services through the Delaware Autism Program. Respite care providers are trained employees who provide temporary care for autistic children, either in the child's home or their own residence.

What We Found: Top earning paraprofessionals in our study earned approximately \$35 per hour for respite care services, while paraprofessionals outside the Christina School District were paid approximately \$15 to provide the same services.

According to officials in the Christina School, a legal opinion was obtained from outside counsel to support the position that only paraprofessionals within their district are eligible for overtime at a higher rate. We consulted with the United States Department of Labor who disagreed.

2017 Top Ten Overtime Earners by Position

- Instr Spt Instr Para Spec
- Bus Driver Transportation Adm
- Chief Custodian I Plant Operat
- Laborers Unskilled Transt Adm
- Plant Operation & Maint Other



RECOMMENDATIONS

- School districts should consider requesting a formal opinion from the United States Department of Labor.
- Program management should consider taking steps to address the shortage of respite care providers.
- Program management should consider tracking hours by provider.

The complete report can be found on our website: <https://auditor.delaware.gov/wp-content/uploads/sites/40/2019/03/Inequities-in-School-District-Overtime-Inspection.pdf>

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